

## A day in the life

### COMPANY

Welcome to EMPWR Nutrition, we aspire to become the global leader in development & co-manufacturing of bars in the healthy snacking segment.

Our company was founded in 2020 and has experienced remarkable growth ever since. We produce some of the most iconic and leading brands, setting the standard for taste and texture in the market. We offer a wide range of possibilities within the protein bar segment, that are not only nutritious but also delicious. We're active in The Netherlands, Croatia, USA, Canada and Belgium, with 1300 passionate employees.

In 2020, we started our operations in Croatia. In 2022, we expanded our operations to North America by acquiring the McMinnville, OR facility. In both plants we've invested massively in the production equipment over the last years. In 2023, we expanded our operations to the Netherlands by acquiring the Leerdam facility.

This year we're expanding even more and transform our operations into state-of-the-art manufacturing facilities. With joined forces, we continue to grow.

### CHALLENGE

The HR Business Partner is responsible for driving performance management, fostering strong employee relations, enhancing employee engagement, managing employee recognition programs, and providing comprehensive HR consultation to employees. The HR Business Partner will collaborate closely with employees at all levels to develop and implement initiatives that align with the company's mission, vision, and values, while ensuring a positive and high-performing organizational culture.

### **KEY RESPONSABILITIES:**

#### **Performance Management:**

- Lead the execution and ongoing optimization of the performance management process, ensuring alignment with organizational goals.
- Partner with managers to provide coaching and guidance on performance appraisals, goal setting, and constructive feedback.
- Analyze performance trends and provide insights to leadership for improving individual and team performance.
- Develop and deliver training programs to enhance the effectiveness of performance management across the organization.

#### **Employee Relations:**

- Serve as a trusted advisor to employees and managers on employee relations issues, providing counsel on conflict resolution, disciplinary actions, and policy interpretation.
- Investigate and resolve employee complaints, ensuring fair and consistent application of company policies.
- Work with leadership to foster a positive work environment by promoting open communication, mutual

respect, and trust.

#### **Engagement:**

- Collaborate with leadership to design and execute employee engagement initiatives that drive high levels of employee satisfaction and retention.
- Champion employee feedback initiatives and ensure that employees feel heard and valued.

#### **Employee Recognition Programs:**

- Develop and manage comprehensive employee recognition programs that celebrate individual and team achievements.
- Ensure recognition programs are inclusive, aligned with company values, and reflect employee contributions across all levels.
- Track and analyze the impact of recognition programs on employee engagement.

#### **Consultation:**

- Partner with HR team members to ensure seamless delivery of HR services and support across the organization.
- Provide strategic guidance to leaders and managers on HR best practices and employee relations matters.
- Assist with the development of HR policies and procedures to ensure legal compliance and a consistent approach to managing talent.

## **What you bring**

- Bachelor's degree in Human Resources, Business Administration, or related field.
- 3+ years of experience as an HR Business Partner or in a similar HR role, with a focus on performance management, employee relations, and engagement.
- Strong understanding of HR best practices, employment law, and compliance.
- Demonstrated ability to manage complex employee relations issues and drive positive change.
- Excellent interpersonal, communication, and conflict resolution skills.
- Strong organizational and project management abilities, with the ability to manage multiple priorities and deadlines.
- Ability to influence and build relationships at all levels of the organization.
- Proven ability to design and implement effective recognition and engagement programs.
- Bilingual in English and Spanish is a plus.

## **There are plenty of reasons to work at EMPWR USA, such as:**

#### **We offer you:**

- **Continuous Learning and Development:** Benefit from our training programs designed to help you grow your skills and advance in your career.
- **Health and Wellness:** Comprehensive health insurance (medical, dental, and vision) starting on your first day of employment.
- **Paid Time Off:** Enjoy 3-weeks paid time off (PTO) and 7 paid holidays, so you can rest and recharge, spend time with family, or pursue personal interests.
- **Retirement Plans:** Plan for the future with our 401(k) retirement plan options, including an automatic 3% company contribution to help you save for retirement.

- **Work-Life Balance:** We understand the importance of balance. Our fixed work schedules make it so you know your time off, allowing you to plan fun activities.

- **Modern, Safe Work Environment:** Work in a facility that is modern, clean, with comfortable temperature and adheres to the highest standards of safety and quality.

<https://www.empwrnutrition.com/>